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DD/S&T# 2038-72

OEL 265-72

10 JUL 1972

MEMORANDUM FOR: Chief, Administrative Support Staff, DD/S&T

SUBJECT: Youth Study

REFERENCE: Memo from C/AS/DD/S&T to D/OEL
Same Subject, dated 29 June 1972
(DD/S&T 1965-72)

1. It appears that the sampling of young officer opinions on his job, career and Agency may have focused on some real management problems. I noted that aside from worries over promotions the three areas that almost uniformly evoked negative attitudes are communications, career development and supervision. It is possible that dissatisfactions in these three areas are somewhat related. In regard to communications the respondents to the survey seemed to detect a lack of special effort to improve lateral and vertical communications in this Agency. I think they deemed a special effort necessary in this Agency as opposed to other government organizations because of the degree of compartmentation within this Agency as opposed to others. In the area of career development the comments seemed to indicate a lack of planning. It is unclear, however, to what level of detail the respondents expected their careers to be planned. It seems to us in OEL that in spite of the small sample size, enough uniformity of opinion has been produced by the survey to warrant further investigation of these management problems. The next step clearly should be to assess the problem areas on a more specific basis than a Directorate level sample.

2. Within OEL we have set up a Junior Advisory Panel (JAP) consisting of GS 12 and 13 officers from throughout the office who handle the careers of lower grade personnel in an advisory capacity to the Career Service Panel (CSP). Assignments to the

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EXEMPT FROM GENERAL DECLASSIFICATION SCHEDULE
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JAP are for two years assuring an exposure of middle grade officers to career planning on a regular basis. The response of the members of the panel to the tasks set before them has been very encouraging. They collectively spend a good deal of time in reviewing assignments and making recommendations on promotions. Another facet of this work with the JAP and CSP is a forthcoming experiment with a detailed career development plan for our personnel in categories of operator, technician, analyst and engineer. In view of the results of the Youth Study we intend to use these two mechanisms to further assess the management problem areas identified.



25X1A

JOHN N. McMAHON
Director of ELINT
DD/S&T

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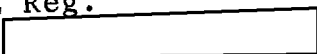
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